

A close-up photograph of a compass rose is the background for the top half of the page. The compass is silver and black, with a blue arrow pointing towards the bottom-left. The words "PARTNER" and "TRUSTWORTHY PARTNER" are printed in white and blue on the compass face. The background is a dark, slightly blurred surface.

CODE OF CONDUCT

(Date: June 2020)

With the renting mobile cranes and aerial work platforms, as well as carrying out special transports and heavy lifting & moving, it is our daily business to move people and loads. We have a high degree of responsibility with regard to our stakeholders. As a result of our international activities, we are subject to a wide variety of social, political and legal conditions, which we always observe and comply with. The Code of Conduct is based on our ethical and moral values, our corporate mission statement and our HSEQ principles and obligations. It forms the basis for all business actions and decisions as well as the ethically and legally correct conduct of all employees.

These rules of conduct apply to all employees throughout the entire Prangl Group. Our principles with regard to quality, environment, safety and health can be found in our Principles and obligations document.

The Code of Conduct and our HSEQ principles and obligations are also mandatory for all subcontractors and all business partners who work for us.

Reasonable efforts are made to ensure that all stakeholders, subcontractors and all business partners who interact with us on a daily basis in the course of business comply with our Code of Conduct.

1. Compliance with laws

The laws and legal regulations that are valid in the country of activity shall be observed. All employees must familiarise themselves with the applicable legal provisions and other rules and regulations in their area of responsibility.

2. Human Rights

Internationally applicable human rights laws (UN Charter of the European Convention for Human Rights) are considered fundamental values and are to be observed by every employee and not violated. The ban on forced labour and child labour applies. Employees are not discriminated against and there is equal opportunity. Inappropriate treatment of employees, such as sexual harassment, psychological hardship or discrimination of any kind, will not be tolerated.

3. Freedom of association and expression

The right of workers to form trade unions and join existing trade unions and to participate in collective bargaining is recognised. Members of workers' organisations or trade unions are neither favoured nor disadvantaged.

4. Working hours and remuneration

The working time regulations in the respective country of activity are observed. An appropriate remuneration is paid and the pay and remuneration regulations valid in the country of the activity are observed.

5. Complaints mechanism

Every employee has the opportunity to anonymously report violations of this Code of Conduct or our principles and obligations.

6. Anti-corruption and bribery

No form of corruption or bribery is tolerated. Benefits that give an unfair advantage or influence official actions will never be offered or accepted. This also includes waiving the granting or acceptance of inadmissible acceleration payments. If an employee receives money or if the employee is offered monetary benefits, these must be rejected and their superior informed. Exclusively excluded from this are gifts of low value and entertainment in the context of business customs.

7. Fair competition, cartel law

Transparent and fair behaviour on the market is the basic rule of competitiveness for us. There is no involvement in price fixing, market or customer sharing, market agreements or bid-rigging. International and national competition laws are observed.

8. Money laundering

It is prohibited to undertake actions that violate money laundering regulations. Money laundering is the infiltration of illegally obtained money or illegally acquired assets (e.g. through corruption, bribery, robbery, arms trafficking or tax evasion) into the legal financial and economic circuit.

9. Conflicts of interest

In the course of their work, employees may find themselves in situations in which their own economic and personal interests may conflict with those of Prangl. All conflicts of interest and even the appearance of such must be avoided or disclosed. This means that employees who find themselves in such situations must act in the interests of the company and report the conflict of interest to the next higher-ranking superior without being asked.

10. Data protection

Prangl Gesellschaft m.b.H. and all its affiliated companies process personal data of employees, customers, suppliers and other business partners within the scope of their activities. As the protection of personal data is taken very seriously, the legal provisions of the general data protection regulations are always observed. All employees handle personal data very carefully and conscientiously and are aware of their sensitivity.

11. Protection of company property and IT use

The property of Prangl Gesellschaft m.b.H. and all companies affiliated with it is handled and stored carefully by the employees and protected against loss, theft or misuse. All work equipment and communication facilities (e.g. Internet, e-mail, etc.) provided are for professional use only. The regulations on the use of the Internet can be found in the Internet Guide. IT devices are to be secured with access protection. Passwords shall not be passed on to third parties. If company-related data cannot be found or has been stolen, the immediate superior must be informed immediately. If this concerns digital data, the IT department must be informed immediately, and they in turn will take appropriate action.

12. Safety at work

The health and safety of our employees and all those people who work in our sphere of activity have top priority. Health and safety have priority in any service provision. All employees must promote health and safety and comply with health and safety regulations.

13. Social competence, trust, appreciation and responsibility

We value our employees, communicate openly, act respectfully and respect the values and opinions of others. We are proud of our team and look forward to each generation that continues to live our vision and core values. For us, a good partnership includes trust and appreciation. For this reason, we make decisions and keep our word. We are aware of our financial, environmental and social responsibilities and fulfil these with the greatest care.

14. Environment & climate protection

We treat our environment and resources responsibly. Our processes are geared towards reducing our environmental impact. We implement measures to reduce emissions and save energy.

15. Corporate communications

Communication with the media is the exclusive responsibility of the management of Prangl Gesellschaft m.b.H. Detailed information and regulations can be found in the internal guidelines.